

Partnership Works!

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Government of the
District of Columbia

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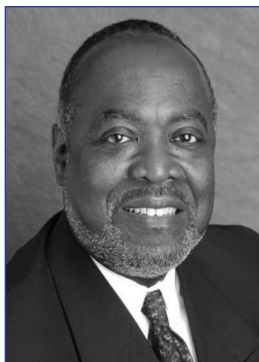
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A Message From The Co-Chairs

2005 was a great year for the DC Labor-Management Partnership Council (DCLMPC) and the Office of Labor-Management Programs. Our commitment to increasing the visibility and effectiveness of the DCLMPC — taking it to an even higher level of achievement — has brought us a new Office of Labor-Management Programs Director, Ronald S. Flowers and a re-engineered DCLMPC.



On June 30, 2005, the District of Columbia Labor-Management Partnership Council sponsored the 2005 Pothole Awards Ceremony, which awarded certain labor-management partnerships for their efforts in using the partnership process to improve District government services. The Pothole Awards have proven to be a great motivational tool for District government agencies and an example of partnerships expanding into new projects.

We currently have more than forty-nine partnerships and the Office of Labor-Management Programs is on the fast track to spreading the word about Labor-Management Partnerships and making the District government partnership program a model for agencies all over the nation.

As co-chairs of the DCLMPC, we are confident that your continued support of labor-management partnerships is exactly what we need to improve the operation and services of all District government agencies and the quality of work life of all employees.

Anthony A. Williams,
Mayor
District of Columbia

RECYCLING In The District:

One of the successful initiatives launched as a result of Labor-Management Partnerships' working together is the recycling program at the Department of Public Works.

Blue recycling carts with lids and wheels replaced the old bins and introduced District of Columbia residents to single stream recycling. With single stream recycling in place, all recyclables can be placed in one container. District residents will no longer have to lift heavy containers nor will they have to keep paper and other recyclables separated.

The Department of Public Works Partnership can be credited with one of the District's most notable and visible accomplishments because the District Government's

recycling program is now an in-house managed program that is executed using District of Columbia government employees instead of outside contractors.

The American Federation of State, County and Municipal Employees (AFSCME), in collaboration with its Labor-Management partner, the Department of Public Works, Solid Waste Management Administration studied the district's recycling collection, as well as several other alternatives before developing the innovative recycling program. The cost effective measure put the District of Columbia government on the map as having one of the best recycling programs in the country.

Labor-Management Partnerships WORK!

“PARTNERSHIP WORKS”

I'm very pleased to represent the Council of the District of Columbia as a member on the DC Labor-Management Partnership Council, (DCLMPC). As Chairman of the DC Council, I come in contact with representatives of labor fairly often. This provides me the opportunity to learn about prescient issues in labor and management relations. I have to talk with representatives of both labor and management at Council hearings and at meetings that involve the two sides. Often the two sides see things differently, but also often, talking it through helps us to come to common ground that we can build on.

I can tell you without a doubt that “partnership works.” District government employees are our most valuable resource. I am excited about the recent restructuring of the Office

of Labor-Management Programs under the leadership of Ronald S. Flowers. Mr. Flowers brings the skills and experience to provide the necessary support to the DC Labor-Management Partnership Council.

Last year the DC Council set legislative priorities that we hope to accomplish during this current Council period. One of my own personal goals as a lawmaker for the city's more than half a million residents is to invest in our citizens so that they can make handsome returns. This helps to guarantee our future success. The Council will work with you to create jobs and apprenticeship programs, and to build alliances with businesses and educational institutions to ensure that our young people have the skills to compete.

The ability of our workforce and manage-



DC City Council Chairman, Linda W. Cropp

ment to work together on common goals benefits everybody. Washington DC is working well right now. But we all have a job to do to continue the path that we are on. Everyone can be responsible for this city's continued success. Partnerships help get us to where we want to GROW!

OLMP Develops FY 06 Strategic Business Plan

To promote cooperative efforts by labor and management to improve the operation and services of all District agencies and the quality of work life of all employees, the DC Labor-Management Partnership Council approved the FY 06 Strategic Business Plan developed by the Office of Labor-Management Programs.

Local partnerships will undertake at least one project to foster programs that align themselves with the Mayor's priorities for the District of Columbia to include jobs, education, youth-at-risk, and economic development.

While national municipal services already view the District's Labor-Management Programs as ground breaking, “The Office of Labor-Management Programs has implemented improvements to lift the program to a higher level of performance to include workplace improvements, operational efficiencies, performance measures, training, professional development, and external funding,” said OLMP Director, Ronald S. Flowers.

The OLMP FY 06 strategic business plan includes the following priorities:

- Restructuring of staff into three teams (peach, gold and red) with each team assigned to and servicing a specific group of agencies and departments.
- Refocusing the role of the DC Labor-Management Partnership Council to become an efficient, global policy-setting body.
- Establishing a Citywide Assembly to encourage training, information sharing and best practices.

To learn more about the business plan, visit OLMP'S website and select the Strategic Business Plan.

OLMP Partnership Outreach Efforts “SO OTHERS MIGHT EAT”

Chelai Brown, OLMP Program Analyst partnered with “SOME” (So Others Might Eat) to coordinate a successful in-house coat drive for the District's homeless. In addition to coats and other items of clothing, the OLMP staff donated gift wrapped Shoe Box gifts filled with personal items useful to men, women and children to include socks, mittens, scarves, hats, toiletries, toys and games.

“SOME” is an interfaith, community-based

organization that has been serving the poor and homeless of our nation's capital for more than 35 years. “SOME” provides 850 meals a day to people who are hungry. They meet the immediate needs of clients with food, clothing, and health care, and attack the root causes of homelessness by offering addiction counseling, affordable housing, and job training. “SOME” strives to empower their clients by respecting their human dignity, and aims to restore hope one person at a time.

In Memory of Deborah Ennis

Deborah Ennis, President of Local R3-05 of the National Association of Government Employees (NAGE), passed away December 3, 2005.

Deborah served as one of the labor-co-chairs and was a valuable asset to the District of Columbia Metropolitan Police Department. Her humor, abilities and skills will be missed.

Director's Corner



Welcome to the December 2005 edition of Partnership Works! The reemergence of PW! is but one facet of a number of exciting changes in the District's labor-management programs. I also encourage you to visit our new website at www.olmp.dc.gov to see more details on the Office of Labor-Management Programs and the DC Labor-Management Partnership Council's programs and restructuring.

The motto, Partnership Works!, is one that I take seriously because of what it should convey to the District's citizens, employees and management. With management and employees working together as one, I believe that we can accomplish an expanded level of service delivery that is very timely, cost efficient and effective. This type of collaboration will also produce a working environment where each person's views is respected and valued. In turn, we can enhance morale and a sense of well being about our work place.

Furthermore, management strives to deliver on its responsibilities and commitments to maintain a work place that is free of grievances, creative and productive. I trust that you will find this publication informative and useful. Finally, we hope that our new direction will set the tone for making labor-management partnerships in the District of Columbia a national model.

Spring 2005 Pothole Awards

The 2005 DC Labor-Management Partnership Council's Pothole Awards ceremony was held June 30th at the Martin Luther King public library.

DC Labor Co-Chair, Joslyn N. Williams, President of the Metropolitan Washington Council, AFL-CIO, and Master of Ceremonies for the 2005 Pothole Awards presented Award plaques and checks to the top three winning labor-management partnerships.

An on-line registration service project to improve delivery of regulatory services and information to customers in the District of Columbia garnered the First Place cash award of \$2500.00 for the Department of Consumer and Regulatory Affairs Business and Professional Licensing Administration.

The Department of Human Services Steering Committee won the Second Place cash award of \$1000.00 for their project to initiate an early readers program called the "Reads! Initiative" to help children develop good reading and writing skills at an early age. Volunteers made visits to childcare and day care centers to read to children and to encourage reading among this population.

The Third place \$500.00 cash award went to the District of Columbia Office of the Chief Medical Examiner. Their pothole effort redesigned the Office of the Chief Medical Examiner's reception area to provide a comforting and serene atmosphere for families and friends of decedents. External improvements were made and the landscape of the facility was greatly enhanced to provide a

welcoming and comfortable atmosphere for grieving families and visitors.

Seventeen partnership projects were submitted. They were:

- Child and Family Services Agency
- Department of Housing & Community Development
- Office of the Chief Financial Officer — Awards Program
- Office of the Chief Financial Officer — Computer Donation Program
- Office of the Medical Examiner
- Metropolitan Police Department
- Water & Sewer Administration/Procurement Services
- Water & Sewer Administration/Facilities & Security Management
- Department of Consumer & Regulatory Affairs/Business & Professional Licensing
- Department of Human Services/Family Services Administration
- Department of Human Services/Income Maintenance Administration
- Department of Human Services/Office of Information Systems
- Department of Human Services/Rehabilitation Service Administration
- Department of Human Services/Steering Committee — READS ! Initiative Program
- Department of Human Services/Steering Committee — Flexible Work Schedule

Department of Human Services/Steering Committee — DYADS Project

Department of Human Services/Steering Committee — Recognition & Award Program

DC Council Chairman, Linda W. Cropp and City Administrator/Deputy Mayor, Robert C. Bobb presented plaque certificates to the partnerships.

The judges were Kathy McKirchy, Executive Director, Community Services Agency, Metropolitan Washington Council AFL-CIO; Yvonne McManus, Chief of Staff, DC Community Service Operations and James Robinson, Executive Director, Center for Excellence in Municipal Management.



Alfreda Davis, Mayor's Chief of Staff, James Ivey, President District Council 20 AFSCME, Joslyn N. Williams, Labor-Co-Chair, President, Metropolitan Washington Council AFL-CIO, Ronald S. Flowers, OLMP Director, Robert C. Bobb, City Administrator/Deputy Mayor, RosaMary Davenport, National Representative NAGE

OLMP Launches New Website

In an effort to provide the most up-to-date information to our partnerships, the Office of Labor-Management Programs (OLMP) has redesigned the Office of Labor-Management Programs website. Housed at www.olmp.dc.gov, the new site features a summary of DC Labor-Management Partnership Council (DCLMPC) meetings and What's Going On? a new section dedicated to partnership projects and events.

The redesigned website will be used as a tool for OLMP and its partnerships to communicate on local issues and concerns as well as provide an opportunity for information sharing between agencies. Partnerships are being asked to notify their team representatives (red, gold, peach) of events to post on the website to share with other partnerships. Also available on the website is the OLMP Strategic Business Plan, information regarding the Partnership Awards (formerly Pothole Awards), information about training and how to establish partnerships and the Partnership Works! Newsletter.

According to OLMP's Chelai Brown, who worked vigorously to develop and maintain the website, "to be an even more effective

resource for partnerships, OLMP has launched an intranet which will focus on individual team information."

You are invited to share your comments and suggestions. Please email all correspondence to Chelai Brown at chelai.brown@dc.gov.



Chelai Brown: Inputs data to upgrade the OLMP Website

OLMP Professional Development

The Office of Labor-Management Programs staff completed training in November at the Federal Mediation and Conciliation Services

office. Federal Mediation and Conciliation Commissioners, Lynn Sylvester and Kurt Saunders conducted the three-day training.



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